

Gender Equity at King County

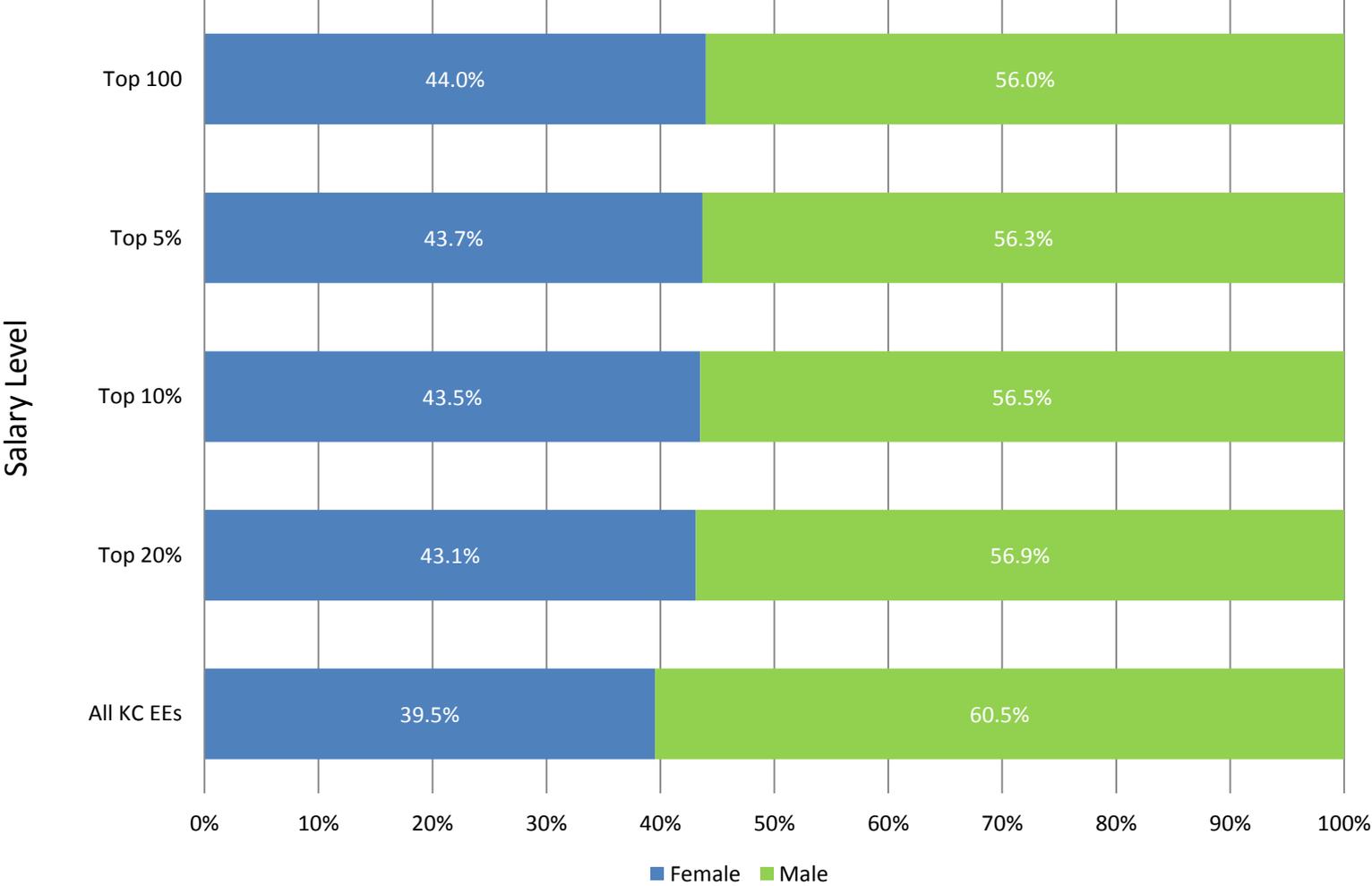
Department of Executive Services
Human Resources Division

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Statistics

- On average in 2012, women in the US made 81% of the median earning of men. – US BLS October 2013
- Women in Washington State during 2012 had median weekly earnings of 76% of the median weekly earnings for their male counterparts. – US BLS January 2014
- At King County women earn 99.1% of what men earn on average

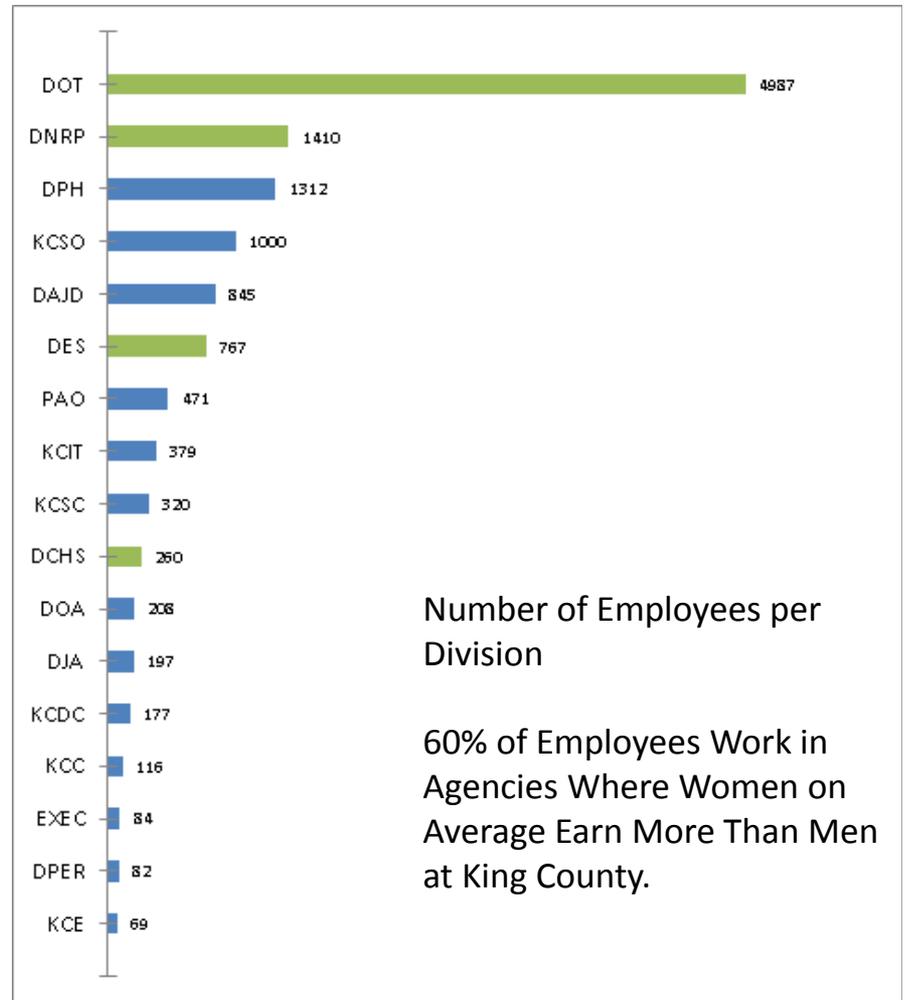
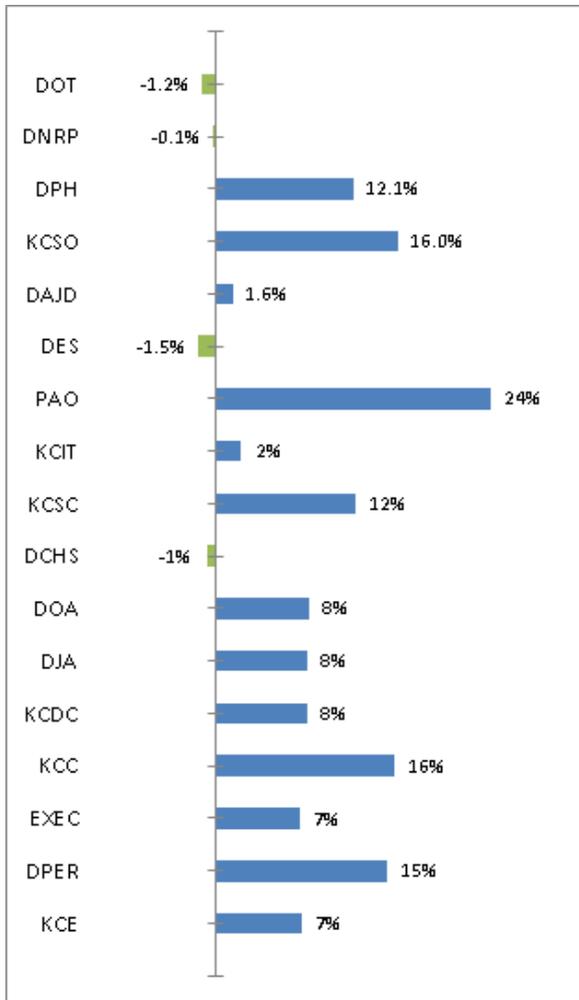
King County Employees by Gender



Percentage of Workforce

King County Employee Pay by Gender

Percent Male Pay Exceeds Female Pay

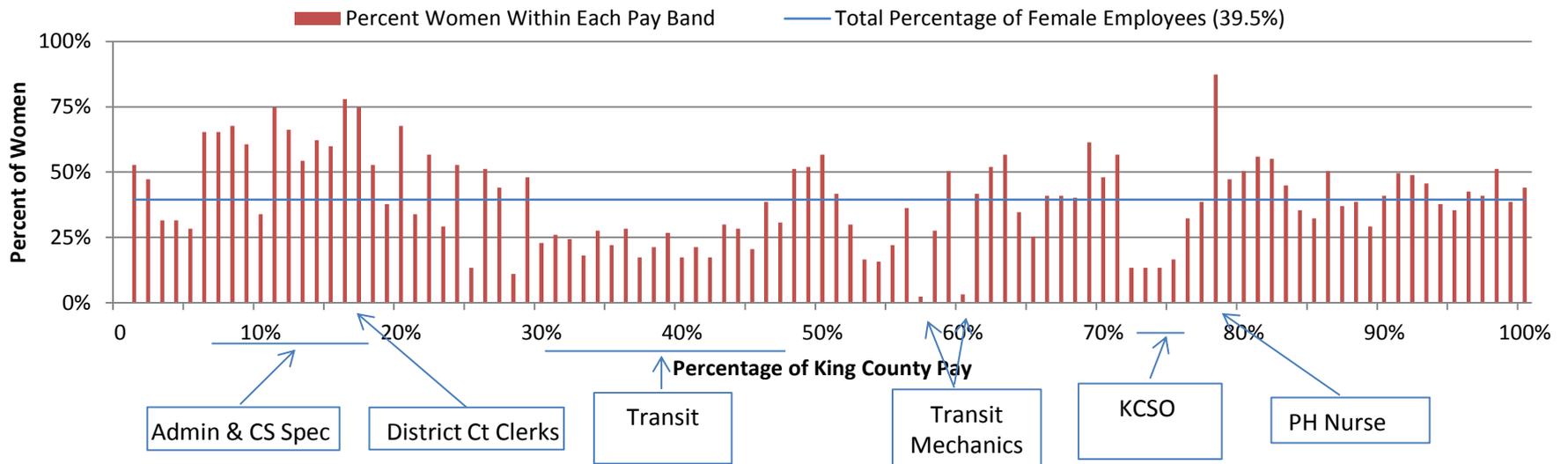


Number of Employees per Division

60% of Employees Work in Agencies Where Women on Average Earn More Than Men at King County.

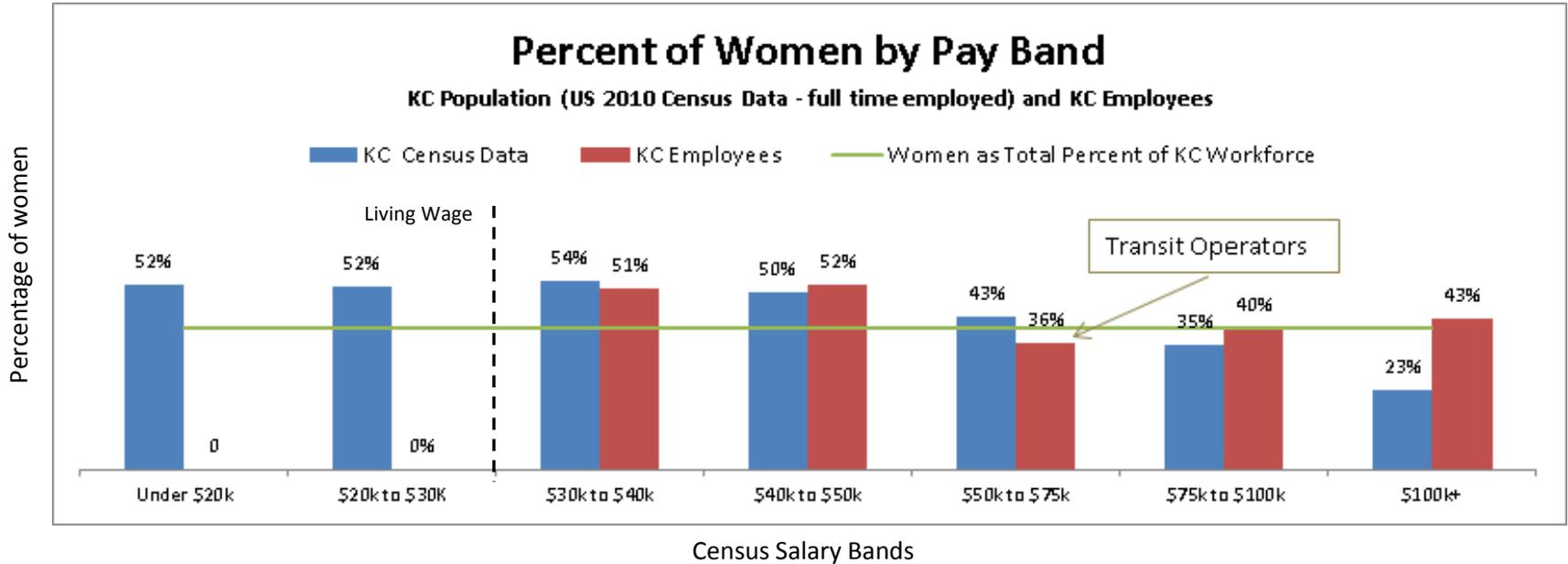
Female Male

Percent of Female Employees by King County Pay Percentage



Job Title	Female		Male		Difference	
	Employee Count	Avg Comp Rate	Employee Count	Avg Comp Rate	Difference Between Avg Wages	Percent Male Wage Above Female Wage
Transit Operator	640	\$28.52	2027	\$28.77	0.24	0.86%
Police Officer (Deputy)	67	\$40.14	445	\$39.80	-0.34	-0.85%
Administrative Specialist II	222	\$23.65	42	\$23.27	-0.38	-1.61%

Within a particular job classification, King County provides equal pay for equal work



Comparison of King County Employee Workforce to King County Census Data

Gender Pay by Ethnicity

	Female	Male	Female Wage as a Percent of Male Wage
Native American (179 –88/91)	\$34.58	\$34.48	100.3%
Asian (1566 – (624/942)	\$34.53	\$34.66	99.6%
Black (1758 – 677/1081)	\$31.75	\$32.09	98.9%
Hispanic (603 – 290/313)	\$30.97	\$34.28	90.4%
Multiple (72 – 38/34)	\$32.37	\$32.19	100.6%
Not Specified (64 – 24/40)	\$30.85	\$32.85	93.9%
Pacific Islander (64 – 19/45)	\$26.89	\$29.96	89.8%
White (8426 - 3272/5154)	\$37.13	\$37.16	99.9%
All King County Regular Employees	\$35.58	\$35.90	99.1%

Gender Pay Ethnicity Continued

	Wage	Wage as Percent of White Males	Wage as Percent of White Women
Men of Color	\$33.37	89.8%	89.9%
Women of Color	\$32.70	88.0%	88.1%

Efforts to Promote Gender Equity

- King County's EEO/AA policies require that we:
 - Ensure equal pay for equal work
 - Monitor the workforce to identify areas where protected classes are not fully represented or "utilized"
 - Take proactive steps to attract, hire, promote, and retain a diverse county workforce
- New Compensation and Classification Guidelines to ensure that the same decision factors and priorities are consistently applied with respect to determining pay for King County employees.
- Efforts in specific service areas, for example Transit's vehicle maintenance program